

risk3sixty
Renegade
Review

10 YEAR
ANNIVERSARY
SPECIAL EDITION

2026
Quarterly

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A Note from the Founders



Christian Hyatt
CEO & Co-Founder



Christian White
President & Co-Founder



Ten years is a long time. Long enough to forget the early days if you're not careful. Long enough for things to get polished, for stories to smooth out. But that's not what this is about. This is about remembering and looking ahead.

I can still see the early days clearly. The uncertainty, the small wins that felt big, the belief that if we just did the right things, and did them well, something good might come of it. Not guaranteed. Just possible.

And here we are. Not because we had it all figured out. Not because the path was easy. But because of people.

This company has always been a group of **Strange Renegades** who chose to care. People who showed up, did the work, and took pride in craftsmanship. People who believed that how you do something matters just as much as what you do.

To everyone on the team, this is yours. You built this place. You shaped it. You carried it forward on the days when things were hard and no one was watching. And behind every one of you is a family who made sacrifices, who shared in the long hours and the weight of it all. We don't take that lightly. We never will.

To our clients, thank you for trusting us. You didn't have to. There are always other options. But you chose us, and in doing so, you gave us the opportunity to do meaningful

work. That trust is not something we earn once. It's something we work to deserve every day.

Ten years in, what I'm most proud of isn't a number or a milestone. It's that we've stayed true to what we set out to build: **The Good Business**. One that does right by its people. One that serves its clients well. One that stands for something, even when it's inconvenient.

And if we've learned anything over the past decade, it's that this kind of business works. It endures. It attracts the right people. It creates something worth being part of.

The future isn't something we're waiting on. It's something we're building, day by day, decision by decision, with the same care that got us here. The next ten years won't look like the first. They'll be bigger. Broader. Full of new challenges and new opportunities. But the foundation will be the same.

Good people. Doing good work. The right way.

That's what gives me confidence in what's ahead. The best chapters of this story haven't been written yet. Thank you for being part of it.

- Christian Hyatt & Christian White

The Economic Impact Over the Last 10 Years



Behind every milestone are real people, real partnerships, and real outcomes.
Here is the decade by the numbers.



\$70M+

revenue generated



4K+

successful engagements
completed



400

clients served



2.9 yrs

average client relationship



90

NPS average versus 50
industry standard



10M

professionals have trusted
our thought leadership



A Truly Global Footprint

Trusted by organizations from coast to
coast and around the world.

33

US States

9

Countries

Client Success Stories Over the Years



Here are a few of the organizations that have trusted us, and the stories behind the work.



Ed Jones

Information Security Manager

"AI is moving fast and we didn't want to wait for regulators. ISO 42001 gave us a clear framework to build responsible innovation with confidence."

ISO 42001 · AI GOVERNANCE

Among the first to operationalize ISO 42001

Juvare powers real-time emergency coordination for government, healthcare, aviation, and utilities, where trust is non-negotiable. As the company leaned into AI, it chose to lead on responsible AI before being forced to. risk360 extended Juvare's mature ISO 27001 foundation into a right-sized ISO 42001 program and centralized accountability and evidence in fullCircle.



Anne Turner

Director of GRC

"Instead of juggling multiple audits and redundant evidence collection, we could finally focus on improving our program."

10-FRAMEWORK HARMONIZATION

10 frameworks, one program · 3x faster audits

Fullstory was juggling ISO 27001, ISO 27701, SOC 2, PCI DSS and more across siloed teams. With risk360 and fullCircle, they mapped overlapping controls across 10 frameworks into a single source of truth, automated evidence collection, and scaled smoothly from 180 to 600 employees, becoming one of the first companies globally to achieve ISO 42001.



Mike Meyer
SVP of Security

"We've gotten our compliance program to a level of maturity I'm very proud of, and we'll continue to make it sharper."

SOC 2 & ISO 27001

Matured security through 25x growth

As Salesloft scaled 25x from startup to enterprise, SVP of Security Mike Meyer built a program that could grow with it. Through gap assessments, strategic hiring, and an Information Risk Council that has met quarterly since 2018, the team matured from reactive firefighting to proactive risk management while achieving SOC 2, ISO 27001, and ISO 27701.



Joey Stanford
VP of Security & Privacy

"We reduced our controls by 75%, translating into more efficient audits and significant cost savings."

MULTI-FRAMEWORK HARMONIZATION

75% fewer controls · ~\$2M saved annually

Platform.sh had accumulated more than 1,100 compliance controls across SOC 2, ISO 27001, and GDPR. With risk3sixty, they harmonized overlapping requirements using the proprietary CORES approach and operationalized a continuous-audit rhythm in fullCircle and Jira, cutting control count from 1,100 to 288.



RED TEAMING

Real-world attacks across digital & physical security

After spinning off from its former parent, embecta, a leading global provider of diabetes-care products, faced a complex IT environment of overlapping legacy systems and third-party vendors. risk3sixty ran a comprehensive red team engagement across digital and physical security, giving embecta a realistic view of its exposure and the insights to harden both.

What Our Clients Are Saying

Leave No Doubt

We promote a culture of accountability and excellence, and our clients notice. Our NPS Score is over **90** when the industry average sits in the 50s. Here is what clients are saying!

10

NPS SCORE

"Communication, quality of work, quality of people."

10

NPS SCORE

"Our project was handled well with no disruptions, and the platform is easy to navigate."

10

NPS SCORE

"I chose a score of 10 because risk3Sixty made the assessment process much less stressful for our team. Their communication was clear, their work was thorough, and they helped keep us organized and focused throughout the engagement. Most importantly, their guidance and support played a key role in helping us achieve our HITRUST certification."

10

NPS SCORE

"A great balance of a team that is enjoyable to work with and believes in the quality of the work."

10

NPS SCORE

"An exceptional partner for our security and compliance journey, with clear, actionable insights."

10

NPS SCORE

"Exceptional knowledge, support, and consistent, proactive communication."

10

NPS SCORE

"A great group to work with, very knowledgeable and fast to respond."

10

NPS SCORE

"Friendly, professional, and knowledgeable team. Efficient use of our time."

10

NPS SCORE

"Clear communication and quick responses to our questions"

10

NPS SCORE

"Excellent communication, high-quality work, and a well-structured audit approach. Their evidence request portal is user-friendly and their regular touchpoints ensure transparency and alignment."

A DECADE IN THE MAKING

Our Story



2016

The Start

Two paths cross at Georgia Tech's MBA program. An idea, a belief, and a willingness to bet on it.



2018

fullCircle isBorn

We build what becomes fullCircle (then "Phalanx") and cross \$1M in revenue.

2020

Doubling Down

The team doubles in size. More people, more responsibility, proof we could scale without losing what made us good.

2022

fullCircle 2.0

We invest in fullCircle, turning an internal tool into something our clients could rely on.



2024

Southern Post

We move into our new office at Southern Post, a space that reflects who we've become.



2026

10 Years In

Ten years of building, learning, and doing the work the right way. And we're just getting started.

2017

The First Team

Our first full-time hires. Phil Brudney, hire number four, is still with us today as Director of Quality.

2019

Choosing Grit

Our first 100-mile relay race. Not about running, but about who we are when things get hard.



2021

A Place of Our Own

Out of a shopping-center office into our first real space, plus our 5-year anniversary.



2023

A Goal Reached

We surpass \$10M, hit our original BHAG, and give language to what we'd been building: The Good Business.

2025

The Year of AI

We embed AI into fullCircle and how we deliver, building the future with intention.

The risk3sixty Ecosystem

risk3sixty was founded because Christian Hyatt and Christian White wanted to build a business aligned to their personal values with an elite team. The last decade brought that vision to life as **The risk3sixty Way**, built on three layers from the inside out. Together, those layers power three distinct but genetically similar product lines that serve the CISO, working independently and as one.

1 · Core Values

Our five core values are the business belief system that guides our decision- making.

2 · Strategy Flywheel

The values, manifested through an operational strategy that gains momentum over time.

3 · The MOS

Tactical execution, the flywheel applied through our Management Operating System.



SECURE

Armada's Continuous Threat Exposure Management takes downstream security noise and turns it into a stable stream of information that is vetted, contextually relevant, and actionable, covering a team's exposure points.



COMPLY

ethOS pairs a world-class consulting team with the tools to navigate the growing complexity of multi-framework compliance programs, finally managing a sprawling program with clarity and confidence.



OPTIMIZE

fullCircle is a single pane of glass to manage the entire program, supercharged by the xLM suite of agentic AI so teams can do more with less across security, compliance, and beyond.

risk3sixty

E C O S Y S T E M

Three product lines, working independently and together as one unit to serve the CISO of sub-enterprise and enterprise companies. A flywheel of their own begins to spin.

Core Values

The core values are the guiding principles of the company. They describe who we are as an organization and influence everything from hiring to internal culture and how we serve clients. These aren't just words on a wall. They are used in practice, every single day.



Craftsmanship

We are not in the business of "good enough." Every engagement we take on, every recommendation we make, and every program we build has to hold up under real scrutiny. We hold ourselves to a standard that is earned, not claimed



Grit

Businesses have real and hard problems. The work is rarely clean, the timelines are rarely generous, and the stakes are high when things go sideways. We push through the uncomfortable parts because that is the only way to get it right. Our clients are counting on us to get it right.



Steadfast

We refuse to take shortcuts. If the path creates exposure, we name it. Our clients put their reputation and revenue on the line based on what we stand behind, and that is not something we take lightly.



Team

We are not just a SaaS platform or services. We are practitioners who stay engaged long after the work is done, carry full context on our clients' programs year over year, and show up as a partner when the hard moments come.



Freedom

We made a deliberate choice to stay bootstrapped. No outside capital, no board, no PE pressure. That independence is what lets us tell the truth, absorb the hard work, and make every decision based on what is right for the client, not what is right for our next funding round.

Operating System & Strategy Flywheel

The business runs on risk3sixty's Management Operating System built from five elements, and we grow it through a Strategy Flywheel where each stage fuels the next. Together they turn our values into everyday execution and compounding momentum.

MANAGEMENT OPERATING SYSTEM



Purpose

Everyone understands where we're going and why, and how their daily work connects to it through a shared BHAG and open-book management.



Values

Simple, behavioral values we hire, promote, and make decisions by, reinforced in the way we operate every day.



Roles

Clear ownership defined by outcomes, not tasks, so people can take initiative and make decisions.



Rhythms

Intentional cadences, from the weekly all-hands to quarterly offsites, that keep everyone aligned.



Goals

Cascading focus that connects company vision to team goals to individual commitments.

THE STRATEGY FLYWHEEL



1

Hire Strange Renegades

Curious, driven people who are wired a little differently and embrace craftsmanship.

2

Build Craftsmen

Heavy investment in development through mentoring, certifications, and the Journeyman Program.

3

Create Artisan Products

Great people build great things: fullCircle, Armada, and Agentic AI for GRC.

4

Earn Raving Fans

Exceptional work earns advocates. We average an NPS around 90.

5

Forge an Inimitable Brand

A reputation that can't be copied, which draws the next Strange Renegades.

Awards & Accolades

Good work over a long time tends to get noticed. We're proud of what's on this list; the Georgia Tech students we've invested in, the veterans we've hired, and the community we've shown up for.



ABC Pacesetters Award

Atlanta Business Chronicle

x7 + Hall of Fame



HIRE Vets Medallion

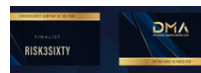
U.S. Dept. of Labor recognition

x4



Top 10 Most Innovative

Technology Association of Georgia



SANS Awards

Cybersecurity Company of the Year
Finalist



Best Places to Work

Atlanta Business Chronicle

x6



Best Firms to Work For

Consulting Magazine

x2



Georgia Tech Denning Technology and Management Program

Since 2022, risk3sixty has partnered with Georgia Tech's Steven A. Denning Technology & Management Program to do something simple: hand students a real problem and test their solution. No hypotheticals, no textbook exercises. We pitch an actual business challenge, they gather requirements, build a solution, and present it back to our team at the end of the term. Christian Hyatt has been saying it since day one — the hardest thing for tech and business graduates to get isn't smarter, it's experience. This partnership is our answer to that. And what started as wireframes and slide decks has grown into something none of us saw coming.

"A lot of people are worried about the future of jobs, but these young men and women make me realize we shouldn't be. The workforce is going to have a whole lot of builders that think very different than the past generation of professionals. That is an exciting future in my book."

— Christian Hyatt, CEO & Co-Founder, risk3sixty

Investing in Georgia's next generation of technology leaders isn't a side project for us. It's part of how we think about the long game — for our community, for our team, and for the future of the industry.

risk3sixty, On the Shelf

Part of doing the work the right way is sharing what we learn.
These books capture pieces of The risk3sixty Way.



Security Team Operating System

by Christian Hyatt · How to run an unstoppable team

STOS is a proven, step-by-step playbook to help leaders looking to focus their team on the five fundamentals with the biggest impact: **Purpose, Values, Roles, Rhythms, and Goals.**

AVAILABLE ON AMAZON

risk3sixty.com/stos



CISO the Dog

by Christian Hyatt · A kids' book for future leaders

Join **CISO the Dog** and his talented team as they protect Secure City from attacks like ransomware, computer viruses, and more.

AVAILABLE ON AMAZON

risk3sixty.com/ciso-childrens-book



The Good Business

by Christian White & Christian Hyatt

The Good Business is profitable, stable, and built for the long term. It creates freedom instead of consuming it. It may never be flashy, but over time, it wins.

AVAILABLE ON AMAZON



What is a Good Business Made Out Of?

by Christian Hyatt & Christian White
A kids' book for future leaders

Join me in my laboratory to discover what makes the good businesses good, and the bad ones awful.

AVAILABLE ON AMAZON

People & Culture

Culture isn't a slide deck. It's what happens when you give people the freedom to grow, the support to take breaks, and the room to build careers they're actually proud of. Here's what 10 years look like in numbers with people past and present!

AVERAGE TENURE

3.7 yrs

INDUSTRY AVERAGE

2-3 yrs

184+

**Certifications earned
over 10 years**

100% firm-funded

35

Parental Leaves Taken

Fully Paid Policy

8

Sabbaticals Taken

5 years - Paid One-Month

10 years - Paid Two-Months

INVESTMENT IN GROWTH

18

**Started as ICs now in
leadership**

ICs → leadership pipeline

31

Journeyman Graduates

risk3sixty Leadership Program

12

Leather Apron Club

risk3sixty Craftmanship Program

The Story Behind the risk3sixty Leather Apron Club

Historically, the leather apron was the ultimate badge of the master artisan—a literal and symbolic shield worn by the builders, creators, and innovators who shaped raw materials into products of lasting value. It signaled a lifelong dedication to a craft and a reputation built on excellence.

At risk3sixty, we believe that modern professional work should be approached with that exact same artisan dedication. That's why, in late 2018, we established the tradition of the risk3sixty Leather Apron Club.

This program is designed to showcase and celebrate what true mastery looks like in action. It honors individuals who don't just do their jobs, but who actively shape our culture, live our core values, and bring a relentless track record of excellence to our clients.

To keep this tradition deeply rooted in our community, the honor is entirely peer-driven. Any Craftsman in good standing can nominate a colleague, provided the nomination is backed by another member of the circle. Once chosen, the recipient undergoes a bespoke design process with an expert leathersmith to forge an apron unique to their personal style and purpose.

When you see a teammate wearing their risk3sixty apron, you are looking at a recognized master of their craft.

5 Years & Counting

In an industry where the average tenure is 2.8 years, the people below have been here five or more. Every person has a story. Here's theirs — the journey that brought them here, and the impact they've had since



Phil Brudney
Director of Quality Assurance

Leather Apron Recipient



THE JOURNEY

Phil Brudney left an established accounting firm to do something most would consider a significant risk: join a start-up and help build it from the ground up. Phil had spent the first 6 years developing deep expertise in compliance and client service but he was drawn to something different. He had seen Christian Hyatt at work up close and fully believed in what he and Christian White were building. More than the business case, it was the chance to understand how a firm actually runs from the inside, to be influential in its direction and present for the moments that matter. Phil traded the structure of an established firm for the trenches of something being built, and he has never looked back.

THE IMPACT

Phil stood up the SOC practice and the firm's quality and compliance function, work that quietly underpins everything risk3sixty delivers to its clients. Crossing the first million-dollar milestone stands as one of his most vivid memories, a moment that felt enormous at the time and now serves as a marker of how far the firm has come. Watching the team hit its big goals and seeing the right hires made along the way has been surreal in the best sense. What has shaped him most is the weight and responsibility of being a senior leader, learning to carry that with consistency and intention. The patience and wisdom that come with experience, compounded over years of doing hard things alongside a remarkable team, define the humble leader he is today.



Kendall Morris
Lead, Customer Growth

Journeyman Graduate



THE JOURNEY

Kendall Morris was not looking for just any job when he connected with Christian Hyatt at a speed mentorship event at Kennesaw State University. He was looking for an opportunity to build something. Risk3sixty, then a team of eight, was taking a modern and practical approach to compliance that set it apart from the large, established firms. For Kendall, the chance to grow with something from the ground up was one he could not pass up. He joined as an Analyst and progressed steadily through the consulting ranks before moving into the firm's first dedicated customer success role and ultimately into his current role overseeing the growth and retention of risk3sixty's customer base.

THE IMPACT

Over more than six years, Kendall has been a consistent presence across the client journey, from initial engagement through long-term renewal. He played an early role in shaping fullCircle, risk3sixty's GRC platform, contributing through its evolution from a free offering to a premium product. The moment he reflects on most fondly is watching clients make the transition from managing compliance in spreadsheets to operating inside fullCircle. Seeing an idea become something clients genuinely depend on is the kind of outcome that keeps the work meaningful.



Ross McCurdy
 Senior Account Executive
 Journeyman Graduate

★ 6 years

THE JOURNEY

Ross McCurdy came to risk3sixty in 2020 from a SaaS sales background, drawn by something the big firms could not offer: true ownership. He wanted his hands in the full client lifecycle, from the first conversation through onboarding, account management, and renewal. At a firm the size risk3sixty was then, that kind of scope was possible. Ross was ready to trade the guardrails of a larger organization for the opportunity to help build something, and he has not looked back since.

THE IMPACT

Over the last six years, Ross grew from the firm's first dedicated sales representative to the Senior Sales Executive, and the business grew with him. His fingerprints are on the shift from a firm that ran primarily on referrals to one that carries the weight and market reputation of an organization twice its size. That recognition was not accidental. It was the result of consistent delivery, dependable teams, and a relentless commitment to doing right by the client. Ross did not just sell risk3sixty. He helped prove what it could be.



Cal Supik
 Senior Manager of Software Engineering
 Leather Apron Recipient | Journeyman Graduate

★ 6 years

THE JOURNEY

A Berry College computer science graduate, Cal spent the first six years of his career in larger, more structured engineering environments, culminating as a Lead Software Developer. He came to risk3sixty not through a job posting but through a personal connection, doing early contract work alongside the founders as they built what would become fullCircle. What drew him in was a belief in the people, the product, and the industry, combined with the rare chance to be one of the first engineers inside something being built from the ground up. The firm's self-funded model and the fiscal discipline he observed in Christian Hyatt and Christian White gave him the confidence to make the leap.

THE IMPACT

Cal joined as Senior Software Engineer and has grown into Senior Manager of Software Engineering, leading a team he hired and developed. Watching engineers on his team earn promotions and take on greater ownership is the professional highlight he returns to most. He has been a consistent presence in growing the platform from its earliest form to what fullCircle is today. What has shaped him most is leadership development through the Journeyman Program and other training along the way, learning to have hard conversations, provide clarity under pressure, and motivate others in ways that reflect the firm's values. Those lessons have defined the leader and team builder he is today.



Jeremy Sharp
Manager

Journeyman Graduate



THE JOURNEY

After years of service to the country, Jeremy transitioned from the Army and joined risk3sixty in 2021. What drew him in was deliberate. From day one the firm had clearly thought through what it meant to take care of people: retirement plans, health insurance, career paths, sabbaticals. "It had a magnetic pull. CW and Christian echo it in everything they do and it made me want this to be the place I grow and stay." Jeremy rose through the ranks from Analyst to Manager, and is among the first to raise his hand for any volunteer event. He embodies the core values of Team and Grit, logging countless miles across all kinds of terrain alongside fellow colleague Phil Brudney.

THE IMPACT

Over five years Jeremy has grown risk3sixty's SOC and HITRUST practice — in both scale and depth — while training new team members. His hunger, meticulous attention to detail, and servant attitude make him as valuable internally as he is externally. Clients don't just trust they're in good hands with Jeremy, they build a genuine rapport with him — and through him, with the firm. He came in on day one learning SOC 2. Where he is now is a testament to what risk3sixty makes possible.



Leah Bowler
Manager

Journeyman Graduate



THE JOURNEY

Leah Bowler came to risk3sixty in May 2021 from another consulting and a fellow scrappy, start-up environment where she had worked her way up to Manager of Vendor Security Audit. An Auburn University graduate, she was drawn to risk3sixty by the potential she saw in the firm and a desire to sharpen her technical skills as an individual contributor. She joined alongside another consultant on Sawyer's team, becoming part of the early nucleus that would grow into the ISO practice and, eventually, a fully unified advisory and attestation function. What she found along the way was a firm that invests in its people in ways her prior employer never had, and a team of high achievers that push her to be better every day.

THE IMPACT

Leah progressed from Consultant to Manager, building her own team and client relationships along the way. Becoming a manager and having direct reports of her own stands as her biggest professional milestone at risk3sixty, not only for the responsibility it carries but for the quality of the people she gets to lead. Since joining, she has earned her CISA and multiple ISO Lead Implementer certifications, a level of professional investment that reflects the firm's commitment to developing its people. What has grown most alongside her credentials is her business acumen, the ability to read a room, navigate complex client engagements, and bring strategic thinking to work that once lived purely at the delivery level.

**Carlin Cole****Director of Product Management****Leather Apron Recipient | Journeyman Graduate****THE JOURNEY**

After 11 years at a previous SaaS company, Carlin Cole was ready for something different. With his long standing relationship with Christan Hyatt, Carlin had watched risk3sixty grow from the outside and knew the culture and core values were something he wanted to be part of firsthand. He joined as a consultant, delivering client work, and gradually transitioned into product. What began as an individual contributor role grew into building and leading the firm's product function, a journey that recently culminated in his promotion to Director of Product Management.

THE IMPACT

Carlin stood up the product function at risk3sixty and has shaped it into something the firm and its clients depend on. Beyond the product itself, Carlin reflects on how much he has grown as a leader. Moving from individual contributor to directing a team required something different from him, and he found unexpected joy in it. Providing clarity, encouraging ownership, and helping talented people do more than they thought possible has become the work within the work.

Executive Leadership Team



Christian Hyatt
Co-Founder & CEO

Christian grew up in Georgia as a first-generation college student who earned his way to the University of Georgia, then into consulting, then into a Georgia Tech Executive MBA classroom where he sat next to a stranger with the same name. That meeting with Christian White was the beginning of risk3sixty. As CEO and Co-founder, Christian sets the vision, aligns the leadership, and protects the culture the firm is built on. He is quick to say that risk3sixty is a reflection of its builders and innovators, people who embody the firm's values in the way they show up for clients and for each other. That is not a tagline. It is what he measures.

A bestselling author and sought-after keynote speaker, Christian's work has been featured in Forbes, Information Week, Dark Reading, and leading business and cybersecurity publications. His book, Security Team Operating System, has become a trusted resource among security leaders building programs that actually work. Later this year, alongside Co-founder Christian White, he will release The Good Business: How to Bootstrap a Company to \$10 Million and Beyond, a book grounded in ten years of hard-won experience and the knowledge both founders wish they had when they started.

Ten years in, Christian still carves out time for long runs, family, and the work he loves most, building something great with an exceptional team.

ABC Most Admired CEO

ALM Top Consultant

Bulldog 100

Titan 100 (x2)



Christian White
Co-Founder & President

Christian White, known throughout the firm as CW, came to risk3sixty the same way he approached everything before it: with a clear sense of purpose and the opportunity to build a team.

A Connecticut native, CW earned his B.S. from the United States Military Academy at West Point and served as a U.S. Army Airborne Ranger. Six-plus years of leading high-performing teams under pressure shaped everything about how he builds, the standard of excellence, the investment in people, and the belief that culture is the mission. When he transitioned out of the Army, he brought that same ethos to the Georgia Institute of Technology, where he earned his MBA alongside his future business partner, Christian Hyatt.

As President, CW guides the firm's strategic vision, oversees business operations and finances, and collaborates with service line leaders to define and measure success. What drives him most is the people side, mentoring leaders, building client relationships, and being a genuine part of his team's and clients' growth journey.

He'll tell you risk3sixty is a training organization first. The firm hires characters and builds craftsmen. That's the flywheel, and it's what sits behind the firm's 89 NPS score.

Ten years in, CW is still energized by the same thing that drew him here: investing in people and watching them become something they couldn't have on their own.



Sawyer Miller
Chief Product Officer

A native Georgian, Sawyer grew up on the wrestling mat with Christian Hyatt; a friendship that would one day shape the trajectory of risk3sixty.

An engineer by trade, Sawyer earned his B.S. in Mechanical Engineering from Georgia Tech and later graduated from Tech's Denning and Technology Management Program. In 2014, he joined risk3sixty as a Consultant and employee number four. He fondly remembers putting together his own desk and chair.

He rose through the ranks quickly, earning promotion after promotion before stepping into the CPO role, where he now oversees go-to-market strategies, priority services, marketing, engineering, and more. But what defines Sawyer's impact is less about the departments he leads and more about the teams he builds.

As CPO, he's championed a culture of innovation and agility; a commitment to moving at the speed of the firm's talent, not just the pace of the industry. He'll tell you straight: "We had to change, not because the market demanded it, but because our people did." It's a perspective that comes naturally for a leader like Sawyer.



Tim Palmer
Chief Operating Officer

All-American collegiate wrestler and combat veteran, Tim brings a unique blend of grit, discipline, and operational excellence to his role at risk3sixty.

A native of Missouri, Tim earned his B.A. from the University of Wisconsin-La Crosse before serving in the U.S. Army as a Field Officer for seven years. Following his military service, he earned his M.B.A. from Washington University in St. Louis, honing his skills in complex environments with minimal budget and resources and operational excellence.

In 2016, Tim joined risk3sixty, drawn by the opportunity to build something from the ground up. As COO, he leads the company's operations and business functions, playing a pivotal role in the company's ability to scale services and software offerings. He's responsible for managing complex enterprise human resources, finances, operations, and strategies to steer the company's future in a positive direction.

Under Tim's operational leadership, risk3sixty has achieved a remarkable 50% year-over-year growth rate while maintaining an unwavering commitment to quality. He's implemented scalable processes, built high-performing teams, and strategically expanded service offerings. But for Tim, success is measured by more than just numbers. It's about empowering his teams to do their best work. He's known for his hands-on approach and leadership philosophy: "Set clear goals, provide the tools and support to achieve them, and then get out of the way."

When he's not architecting risk3sixty's next phase of growth, you can find Tim spending time with his wife and daughter and traveling the world!



Jessica Andree
VP of People

A native of Maryland and a Division 1 tennis player from West Point, she brings a unique blend of discipline, teamwork, and leadership to her role as VP of People & Vibes at risk3sixty.

After graduating from the United States Military Academy at West Point, Jessica served as a human resource officer in the U.S. Army, specializing in talent management and development for combat units and the Army's General Officers. Following her military service, she earned her master's in leadership from Georgetown University, further honing her skills in people and organizational development.

In 2020, Jessica joined risk3sixty as an Associate and quickly rose through the ranks, taking on roles of increasing responsibility in the People Operations team. In her current role as VP of People, Jessica leads risk3sixty's Vibes (HR) functions and has been instrumental in building the company's culture of 'Investing in People.'

Under Jessica's leadership, risk3sixty has built a high-performance culture that values collaboration, continuous learning, and employee wellbeing. She's implemented innovative programs to support employee growth and development, and instrumental in maintaining risk3sixty's employee retention and engagement rates. For Jessica, the key to success is creating an environment where every employee can thrive to keep the flywheel spinning. Her philosophy is simple: "Take care of your people, and they'll take care of the business."

One More Thing, From Us

Ten years ago, two strangers with the same name took a chance on an idea and on each other. What we could never have planned for is you: The team that built this, the clients who trusted us, and the families who carried us through the long hours.

This special edition is our way of saying thank you. Here's to the next ten years, built the same way the first ten were.

- Christian Hyatt, Christian White & the risk3sixty Leadership Team

10 YEAR ANNIVERSARY

risk3sixty

Here's to the next ten years.

Good people. Doing good work. The right way.



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